
SEXUAL HARRASSMENT POLICY

Forhill Limited is committed to providing a safe, respectful workplace free from sexual harassment. We maintain a zero-tolerance sexual harassment policy. All complaints will be investigated promptly and confidentially.

Sexual harassment is unwelcome conduct of a sexual nature. These include

- Unwelcome sexual advances, requests for favors, or propositions.
- Verbal: Sexual jokes, comments, innuendos, threats, or rumors.
- Non-verbal: Leering, displaying suggestive images/posters, sending sexual content electronically.
- Physical: Unwanted touching, patting, pinching, brushing, or assault.
- Other: Bribes, retaliation for rejecting advances, or spreading rumors.

Reports may be made to HR, any manager, or a designated complaints officer. Anonymous options will be prioritized where practicable. External reporting to relevant authorities is also available.

Violators will face disciplinary action up to and including dismissal. False complaints made in bad faith will also result in disciplinary action.

This policy shall be communicated to all employees, subcontractors, and interested parties.



Mr. Gogo Macaulay, Chief Executive Officer
Date: January 01, 2026